DIVERSITY, VITALITY AND CHANGE

A THREE YEAR REPORT

Prince Edward Island
Advisory Council on the Status of Women
July, 1988

Prince Edward Island
Advisory Council on the Status of Women

Box 2000, Charlottetown
Prince Edward Island

June 30, 1988

Hon. Joseph A. Ghiz, Premier
Minister Responsible for the
Status of Women
P.O. Box 2000
Charlottetown, P.E.I.
C1A 7N8

Dear Premier Ghiz,

I am very pleased to present to you at this time "Diversity, Vitality, and Change: Report of the Prince Edward Island Advisory Council on the Status of Women, April 1, 1985 - March 31, 1988."

Included in the pages of this report is an account of Council activities, issues, projects, publications, briefs, conferences attended, as well as financial statements for the relevant years.

Sincerely,

Dianne L. Porter

Dianne Porter
Chairperson

DP:blt

Diversity, Vitality and Change:
Report of the Prince Edward Island Advisory Council on the Status of Women
April 1, 1985 - March 31, 1988

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PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

MANDATE

The P.E.I. Advisory Council on the Status of Women was established by the Executive Council of the Provincial Government in January 1975 with the following terms of reference.

1. To assist the Minister Responsible in the development of public awareness of issues affecting the status of women.

2. To promote a change in attitudes within the community in order that women may enjoy an equality of opportunity.

3. To encourage discussion and expression of opinion by Island residents on recommendations contained in the federal Royal Commission Report on the Status of Women and the Report of the provincial Advisory Committee on the Status of Women.

4. To advise the Minister with respect to matters relating to the status of women as the Minister Responsible may refer to the Advisory Council for its consideration or as the Advisory Council considers appropriate.

CHAIRPERSON'S MESSAGE

During the past three years, the activities and events of the Council have been diverse. This is a reflection of the interests and concerns of Island women.

There is an increasing number of requests for specific statistical data and general information on many issues of concern to women which, coupled with an increased and growing advisory role with Members of the Legislative Assembly, has created the need for an expanded staff and more efficient program delivery systems. A feasibility study completed in 1987 found support for a Computerized Data Bank and Information Service, and planning has begun to implement the program with support from both the provincial and federal governments.

In 1987, a major review of the function, structure, and mandate of the Council was carried out and the Council enthusiastically began to implement the resultant recommendations. Changes are underway that will broaden programs, provide for more support staff, promote greater accessibility to the Council, and create more public awareness of Council policies and positions on issues. We trust these changes will enhance province-wide input and provide support to women and women's groups that uphold equality objectives. The Review Committee's recommendations have been supported in tangible ways by the provincial government.

Women of our province have progressed towards equality during the last three years. Changes—both large and small—have occurred in both the public and private sectors. Many of the successes are noted on the public record and will continue to be monitored. Other successes go unrecorded, as change occurs at a personal level, in the private lives of women. It is, however, the small changes within individual women that begin the ripple of understanding that progresses within our society to become a wave of change.

It is our hope that Island women will continue to benefit from the efforts of the Council and that future mechanisms to provide meaningful consultation will serve to advance the equality of women in our Island society.

Dianne Porter
Chairperson
June 1986 - Present

COUNCIL AND STAFF MEMBERS, 1985-1988

1985-1986

Council Members

Dolores Crane, Chairperson, Winsloe
Eileen Best, Cardigan
Helene Cheverie, Abrams Village
Paula Foley, Alberton
Yvonne Higgins, Montague
Sylvia Johnson, Summerside
Helen MacDonald, Charlottetown
Lois Morris, Charlottetown
Ruth Power, Southport

Staff Members

Heather Orford, Executive Director
Heather Irving, Executive Assistant

1986-1987

Council Members

Dianne Porter, Chairperson, Charlottetown
Eileen Best, Vice-Chairperson, Cardigan
Helene Cheverie, Abrams Village
Paula Foley, Treasurer, Alberton
Yvonne Higgins, Montague
Helen MacDonald, Charlottetown
Lois Morris, Charlottetown
Asifa Rahman, Southport
Kay Snow, Summerside

Staff Members

Heather Orford, Executive Director
Susanne Dobson, Executive Assistant

COUNCIL AND STAFF MEMBERS, 1985-1988

1987-1988

Council Members

Dianne Porter, Chairperson, Charlottetown
Eileen Best, Vice-Chairperson, Cardigan
Corina Bolo, Alberton
Helene Cheverie, Abrams Village
Brenda Creighton, Treasurer, Montague
Morey MacEachern, Hampton
Lois Morris, Charlottetown
Asifa Rahman, Southport
Kay Snow, Summerside

Staff Members

Heather Irving, Executive Director
Becky Tramley, Secretary

BRIEFS, PRESENTATIONS, AND POSITION PAPERS

Equality Rights

In August of 1985, the Council was invited to present a brief to the Parliamentary Committee on Equality Rights. This submission focused on the issue of women and pensions.

Recommendations:

- Expansion of the Canada/Quebec Pension Plan to include homemakers.
- Expansion of the Spouse's Allowance Benefit (with a program name change) to include all needy low-income people 60 to 64 years of age.
- Pension credit splitting to be automatic upon divorce.
- Unisex mortality tables to be used in all pension and annuity calculations.

Child Care

In March of 1986, the Council presented a brief to the Parliamentary Special Committee on Child Care. This submission highlighted the difficulties faced by working mothers, given the current inadequate child care system, and identified two specific problems:

- Because people (primarily women) who presently provide child care are inadequately paid and the job given low status and therefore low priority, it creates another job ghetto for women; and
- Because the present system is expensive and largely inflexible, it does not provide the support system that women need in order to better meet their present job responsibilities, and to access better job opportunities, including promotions.

The Council asserted that "Canada cannot afford to withhold recognition of women's contribution to society by refusing to develop a new National Childcare Act that would ensure some level of standardization of support to women and their families. We feel that such a policy would strengthen the family unit and help to counteract some of the emotional and financial stresses that are now evident and well documented."

In the brief's conclusion, the Council stated: "A National Childcare Act with appropriate funding mechanisms providing for universally accessible child care would (1) help facilitate women's transition to equality, and (2) it would place value on our greatest resource, our children."

Pay Equity

In December of 1986 and October of 1987, the Council presented briefs on the subject of pay equity and pay equity legislation, the first to the Pay Equity Committee of the Department of Labour and the second to a Special Legislative Committee on Pay Equity—Bill 75.

Recommendations:

- Develop an extensive public education campaign on pay equity, including a series of case studies based on provincial and national examples and giving clear guidelines to employers on the effect of the legislation.
- Pay equity legislation must use non-sexist language.
- The concept of pay equity is a first step, but must be broadened to include employment equity.
- Pay equity legislation must include an affirmative action component.
- Pay equity legislation must include a time frame for private sector phase-in.
- The Pay Equity Committee should consider the future growth areas of the P.E.I. labour market when developing the parameters of the legislation.
- Pay equity legislation should include a mechanism to extend pay equity protection to any new jobs created after the initial implementation.
- Pay equity legislation should not include gender pre-dominance guidelines.
- Pay equity legislation should include recognition of pay equity comparisons based on proportional value.
- Pay equity should apply to all sectors and to everyone, according to job content.
- Pay equity legislation should not include a sunset clause.
- A Pay Equity Commissioner must be appointed; the Deputy Minister of Labour should not be expected to carry out this responsibility.

Women's Division, Department of Labour

In June of 1987, the Council submitted a brief to the committee receiving input on the structure and mandate of the Women's Division, Department of Labour.

Recommendations:

- That the Women's Division liaise with women's organizations, Advisory Councils on the Status of Women, government departments, and other governments on issues affecting women.
- That the Women's Division review government policies and programs to assess their impact on women.
- That the Women's Division develop recommendations for changes in policies and programs that impact on women.
- That the Women's Division provide research on issues affecting women.
- That the Women's Division implement special programs designed by the government to improve the status of women (*i.e.*, pay equity).
- That the Women's Division communicate information on government policies and programs to the public of Prince Edward Island.

Housing

In October of 1987, the Council presented a brief to the Special Legislative Committee to Review the Rental of Residential Properties Act—Bill 81.

The Council identified a number of barriers for women to accessible, affordable, and "hassle-free" housing:

- landlord discrimination because of children;
- landlord discrimination of women and children on social assistance;
- landlord discrimination against young women and students;
- not enough publicly-supported shelters for women and children in crisis;
- lack of second-stage housing for women and children;
- lack of adequate housing which reflects the special needs of elderly and disabled women;
- landlord intimidation and sexual harassment; and
- landlord refusal to maintain premises in good repair and to maintain adequate health and safety standards

The Council supported the progressive stance of the proposed legislation, and made suggestions for a number of improvements to benefit women and children.

Recommendations:

- That Bill 81 contain an anti-discrimination clause forbidding discrimination based on family status.
- That Bill 81 contain an anti-discrimination clause forbidding discrimination against recipients of social assistance.
- That Bill 81 contain an anti-discrimination clause forbidding discrimination against those with children.

- That the province fund a Tenant's Council, the mandate of which would include public education, advocacy, networking, and research.
- That the Rental of Residential Properties Act, Bill 81, be rewritten to remove sexist language; non-sexist, gender-inclusive language must be used.

Constitutional Amendment, 1987 (Meech Lake Accord)

In January of 1988, the Council submitted a written brief to the Senate Committee of the Whole on the Meech Lake Constitutional Accord.

While welcoming Quebec into Canada's constitutional framework, the Council expressed concern regarding the process which culminated in the Constitutional Amendment, 1987, as well as the Accord's potential impact on equality rights currently guaranteed within the Canadian Charter of Rights and Freedoms.

Recommendations:

- To clarify the confusion concerning the effect of the Accord on equality rights, the following should be added to Section 1 of the Accord:

  > 2(1) The Constitution of Canada shall be interpreted in a manner consistent with ...
  > (C) (New Clause) the Canadian Charter of Rights and Freedoms and Section 35 of the Constitution Act, 1982 and Class 24 of Section 91 of the Constitution Act, 1867.

  In order to be effective, two other sections of the Accord, Section 16 and Section 3, Subclause 95B(3), must be deleted.

- That a reference be directed to the Supreme Court of Canada to determine whether the Canadian Charter of Rights and Freedoms has been affected by the Accord.
- That the federal government make available the funds to hold a national conference on women and the Constitution.

Right-Wing Women's Groups

In November of 1986, the Advisory Council contracted with Vaughn Jelliffe, Professor of Women's Studies at the University of Prince Edward Island, to prepare a position paper on right-wing women's groups. The result was a paper entitled "Right-Wing Women's Groups—Their Effect on Equality for Women in Prince Edward Island."

This position paper examines the philosophical underpinnings of right-wing groups and focuses on a number of issues upon which feminists and right-wing women disagree, e.g., reproductive choice, no-fault divorce, universal day care, equal pay for work of equal value, prostitution, and pornography.

The study concludes with a warning that "those who care about the preservation of individual freedom cannot afford to ignore right-wing women's groups."

Abortion

In September of 1986, the Advisory Council adopted a position on the issue of abortion. In February of 1988. that position was updated and approved as follows:

The P.E.I. Advisory Council on the Status of Women believes that abortion is a complex issue, one that involves personal, moral, religious, judicial, and medical implications.

In view of the Supreme Court decision of January 28, 1988, the P.E.I. Advisory Council on the Status of Women believes that abortion services must be free and accessible to women in Prince Edward Island. We support the Canadian Medical Association's policy that states abortion is a decision between a woman and her doctor and recognize the World Health Organization's definition of health.

The World Health Organization was established in 1948, designed to further co-operation for improved health conditions throughout the world. The World Health Organization promotes the attainment of "the highest possible level of health" by all peoples.

The World Health Organization definition of health states that health is defined positively as:

> a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity.

The Advisory Council supports education on the issue of abortion through family life courses and the establishment of information centres for women who need counselling on issues of health, contraception, and pregnancy.

The Council also feels that all elected officials, at the provincial and federal levels, should receive information and education in the various complexities of the abortion issue.

SPONSORED AND CO-SPONSORED EVENTS

1985

- **Slide Show on Pornography**, Kingswood Centre, Montague
- Screening of **"Behind the Veil: Nuns."**
  Co-sponsored with the National Film Board Studio D
- **Splash!**
  Theme: End of the United Nations Decade for Women
  Panel: Dolores Crane–"Equality Issues for Women;" Bea Reeves–"Nairobi Conference;" Maureen Larkin–"Development;" Ann Sherman–"Peace"
  Co-sponsored with Women's Network
- Guest Speaker: **Donna Mergler**
  Topic: "Feminist Perspective on Biotechnological Change"
  Co-sponsored with Voice of Women Lecture Series
- **Second Queens and Fourth Prince By-Election Rally for Women**, East Wiltshire School, North River
  Co-sponsored with Women's Network
- Guest Speaker: **Judge Rosalie Abella**
  Topic: "Equity in Employment"
  Co-sponsored with C.C.L.O.W.
- Guest Speaker: **Rosemary Brown**
  Topic: "Pornography From a Feminist's Point of View"
  Co-sponsored with the P.E.I. Coalition Against Pornography

1986

- Guest Speaker: **Dr. Gundrun Agnarsdottir**, Women's Alliance of Iceland
  Topic: "The Positive Role for Women in Politics"
  Purpose: Fund-raising dinner for Transition House Association

- **Provincial Leaders' Debate**: Premier Jim Lee, Leader of the Progressive Conservative Party of P.E.I.; Joseph Ghiz, Leader of the Liberal Party of P.E.I.; Jim Mayne, Leader of the New Democratic Party of P.E.I.
  Co-sponsored with Women's Network

- Guest Speaker: **Susan McCrae Van der Voet**
  Topic: "Women's Response to the New Labour Market Strategy"
  Co-sponsored with C.C.L.O.W. and the University of Prince Edward Island Women's Study Group

- Workshop: "How to Win Elections"
  Guest Speaker: **Marian Dewar**, former Mayor of Ottawa
  Co-sponsored with C.C.L.O.W.

- Conference: **"Who's Minding Our Children?"**
  Co-sponsored with the Canadian Child Day Care Federation

- Workshop: "Burn-out and Empowerment in the Workplace"
  Guest Speaker: **Greta Hoffman-Nimeroff**, Montreal
  Co-sponsored with C.C.L.O.W.

- Workshop: "Part-time Work and Job-sharing"
  Guest Speaker: **Janice MacLean**, Ottawa
  Co-sponsored with C.C.L.O.W.

- **Charlottetown Mayoralty Candidates' Debate on Women's Issues**
  Co-sponsored with Women's Network

1987

- Guest Speaker: **Dr. Anne Squires**, Moderator of the United Church of Canada
  Topic: "Christian Feminism: The Role of Women in the United Church of Canada"

- **Michelle Landsberg Dinner**
  Topic: "New Reproductive Technology and Surrogate Motherhood"
  Co-sponsored with Voice of Women Lecture Series

1988

- **International Women's Day Reception**, Confederation Centre of the Arts

- **Nicaraguan Women's Tour**
  Co-sponsored with Oxfam Canada

PROJECTS

Student Attitude Survey

The Student Attitude Survey Project began in 1985 and culminated in 1988 with the publication of *High School and Beyond: Choices and Attitudes.* The project was sponsored by the Advisory Council, with input and advice from P.E.I. Departments of Industry and Education, as well as the U.P.E.I. Departments of Education and Psychology. Financial support was provided by Employment and Immigration Canada.

The study examined course selections and future education plans of high school students in P.E.I., as well as their attitudes towards career choices and participation in the paid labour force. It was intended that the findings of the study be used to assist educators and administrators in future planning. The report concluded with ten recommendations:

- The Department of Education consider the findings of this study when developing its Five-Year Plan to meet the critical education needs of young people.
- The Government of P.E.I. consider the findings of this study when conducting their major study of vocational services offered in the province.
- The Department of Education implement the recommendations of the Paquette Commission regarding women in educational administration; Numbers 90, 91, 92 and 93.
- The Department of Education develop additional educational materials to promote expanded educational and occupational choices for girls.

- The Department of Education ensure that the contributions of women to society and women's issues be integrated into a variety of courses.
- The Department of Education review the role of guidance counsellors in our schools with a view to improving services to meet the needs of students.
- The Family Life Education program be expanded to reach more students and, in particular, to encourage the participation of more boys.
- The Department of Education make more information available to schools regarding labour force participation, occupational segregation and earning levels of men and women.
- Schools be encouraged to establish committees to develop programs for students to facilitate discussion on the changing roles of men and women in today's society. Committees to be comprised of students, teachers and guidance counsellors.
- The Department of Education conduct follow-up studies at the junior and senior high school levels on the effects of sex role stereotyping.

Gladys Kickham Legal Trust Fund

The Advisory Council serves on the sub-committee of the Social Action Committee of Women's Network Inc. established to administer the Gladys Kickham Legal Trust Fund. The objectives of this sub-committee are as follows:

- To collect funds to assist in the legal costs incurred by women in cases of sex discrimination;
- To determine to which cases and to what extent financial assistance will be given;

- To publicize the needs, operations, and rewards made on behalf of the Fund; and
- To identify and address the difficulties that led to the formation of this committee.

To date, two women have received awards/assistance from this fund.

Women's History Project

The Advisory Council maintains involvement with the P.E.I. Women's History Project Committee. The objectives of the committee are:

- To educate and broaden public awareness and appreciation of the positive contributions women have made to the history and development of Prince Edward Island;
- To present these women as positive role models to the current generations; and
- To sensitize the community about the unique contributions made by immigrant women.

The committee works on a project basis with financial assistance from the Secretary of State Women's Program, private donations, and proceeds from the sale of publications. In 1985, the P.E.I. Women's History Project developed, produced, and published "Women in Time," a calendar featuring twelve notable Island women who contributed to the social, cultural, economic, and political development of the province. In 1987, another calendar was printed featuring the 1923 Crystal Sisters, a Summerside women's hockey team. A current project involves collaboration with Sr. Olga McKenna of Mount Saint Vincent University, who is researching and preparing a biography of Elsie Houghton Sark of Lennox Island.

Pay Equity Campaign

In 1987 the Advisory Council began a campaign to educate the public on the issue of pay equity. A poster was designed starkly identifying the gaps between the salaries of working men and women within the same occupational categories. These posters received wide distribution throughout the Island, along with an educational pamphlet entitled "The Pay Gap Between Men and Women."

InterAgency Committee on Domestic Violence

The Advisory Council is a member group of the InterAgency Committee on Domestic Violence. The Committee meets on a regular basis and its mandate includes the following:

- to promote an attitude of public responsibility that violence in relationships is not acceptable; and
- to assess the adequacy, identify gaps, and promote improvement in services to victims of domestic violence.

In co-operation with the P.E.I. Rape and Sexual Assault Crisis Centre, the InterAgency Committee is sponsoring two workshops, entitled "Twice Victim: The Sexual Assault of Women and Children and the Criminal Justice System." The workshops, which will be held in Charlottetown and Elmsdale, are open to professionals in the field, as well as members of the general public, and include visiting and local panelists, a dramatic presentation, and question and answer sessions.

Computer Project

As a result of increasing requests coming to the Council for information—as many as fifty (50) per week from students, teachers, parents, women's organizations, unions, church groups, political parties, MLAs, MPs, etc.—in 1987 a proposal was developed to establish a computerized data base information service for the purpose of improving access to statistics and research of interest to those working to improve the status of women. Financial support for the project was secured from the Employment Development Branch, Employment and Immigration Canada.

The computer project, intended to run between February and August 1988, employs three women as trainees in the process of creating the computerized data bank, and another woman as project manager. When the project is complete, the Advisory Council will have an improved resource service that will be readily accessible to the public.

PUBLICATIONS

"A Voters Guide for Women", 1986

"Municipal Politics: What's In It For You?", 1986

"The Pay Gap Between Men and Women", 1988

High School and Beyond: Choices and Attitudes, 1988

COUNCIL ACTIVITIES, GROUPS ADDRESSED, AND CONFERENCES ATTENDED, APRIL 1, 1985 - MARCH 31, 1988

The Staff and Members of Council committed hundreds of hours of volunteer time to accept many invitations to participate in and present information to groups and activities both in this province and throughout Canada.

1985

- Attendance at **"Making the Connections"** Conference
- Participation in workshop on **"Human Rights Laws on Prince Edward Island"**
- Participation in **Adolescent/Youth Conference**, Ontario
- Participation in **"End of the Decade"** Conference, Halifax
- Participation in and planning of **Women's Festival**
- Meeting with **Hon. Leone Bagnall**, Minister Responsible for the Status of Women, and Cabinet to discuss women's issues and future directions
- Letter sent to Premier Jim Lee requesting that **women be considered for future appointments to the provincial court**
- Display at Voluntary Resource Centre's **"Volunteer Fair"**
- Participation on panel on the **"Role of Women in the Church"**
- Presentation on pensions to **Cornwall United Church**

- Presentation to **P.E.I. Dental Hygienists Association**
- Member of Advisory Committee, **Early Childhood Education Program**, Holland College

1986

- Hosted meeting of Federal/Provincial/Territorial Advisory Councils on the Status of Women
- Presentation of "You and the Law," **Morell Community School**
- Presentation of "Pensions for Women," **Montague Community School**
- Presentation to **Engineers' Wives**
- Attendance at **"Maintaining the Connections"** meeting
- Attendance at **"Who's Minding Our Children"** Conference
- Attendance at Canadian Advisory Council on the Status of Women **"Symposium on the Economy,"** Ottawa
- Attendance at workshop on **"Burn-out and Empowerment in the Workplace"**
- Participation in and planning of **Women's Festival**
- **Planning/Priorities Workshop for Advisory Council Members**, facilitated by Bea Mair, Leadership Institute

- Presentation on "Feminism and the Women's Movement," to annual meeting of the **P.E.I. Dietetic Association**
- Attendance at workshop on **"Part-time Work and Job Sharing"**
- Attendance at luncheon for **Governor-General Jeanne Sauve**
- Attendance at **Transition House Fundraising Dinner**
- Participation on panel on "Issues of Today," **Liberal Women's Commission**
- Participation on panel on "Pay Equity," **Atlantic Alliance of Insurance Agents**
- Presentation on "The Role of the Advisory Council on the Status of Women," **Spring Park United Church Women**
- Presentation to and participation in "An Equal Society Into the Year 2000" Conference, **Ontario Advisory Council on the Status of Women**
- Presentation on pensions to "Family of Women" class, **University of Prince Edward Island**
- Attendance at **United Church of Canada Women's Caucus Meeting**, Tatamagouche, Nova Scotia
- Attendance at **Canadian Research Institute for the Advancement of Women Conference**, Moncton
- Participation in **Immigrant Women's Group** workshop on "Legal Issues"
- Attendance at **Prime Minister's Reception**, CP Hotel
- Letter sent to Prime Minister Mulroney urging inclusion of Barbara MacDougall, federal Minister Responsible for the Status of Women, as a member of the **Cabinet's Planning and Priorities Committee**
- Attendance at annual general meeting of the **East Prince Women's Information Centre**, Summerside

- Attendance at **Charlottetown Mayoralty Candidates' Debate on Women's Issues**
- Attendance at **Second National Conference on Immigrant Women**, Winnipeg
- Presentation to **Bethel/Mt. Herbert Women's Institute**
- Letter sent to Premier Ghiz and Executive Council urging the **appointment of visible minority women to provincial boards and agencies**
- Presentation on "Employment-Related Issues" to **P.E.I. Dental Assistants' Association**
- Attendance at annual general meeting, **Community Legal Information Association**
- Attendance at annual general meeting, **Transition House Association**
- Meeting with **Minister of Justice** regarding pension credit splitting and family maintenance orders
- Attendance at annual general meeting, **Women's Network**
- Meeting with **Olivia Jacobs, National Projects Officer, Secretary of State**
- Letter sent to Premier Ghiz, Minister Responsible for the Status of Women, concerning the **appointment of women to vacancies on the U.P.E.I. and Holland College Boards of Governors**
- Letter to Prime Minister Mulroney concerning the **appointment of a woman to fill the vacant P.E.I. Senate seat**
- Issued news release **requesting the resignation of MLA Peter Pope, who pleaded guilty to a violent assault against a woman**

- Meetings with **Federal/Provincial/Territorial Chairpersons of Advisory Councils on the Status of Women**
- Attendance in an advisory capacity at meetings of **Joint Federal/Provincial/Territorial Ministers Responsible for the Status of Women**

1987

- Participated in Planning Committee for "**Today's Women in Today's World**," Confederation Centre, sponsored by Holland College Conference Centre
- Presentation to workshop on "Pensions for Women," **Leadership Institute**
- Presentation to **P.E.I. Dental Assistants' Association**
- Presentation to **Canada Employment and Immigration Job Re-Entry Workshops**, Montague
- Attendance at **Canadian Advisory Council on the Status of Women** "Symposium on the Family"
- Presentation on "Pay Equity and Pensions," **Professional Secretaries International**
- Presentation on "Pay Equity and Pensions," **Women's Network, Rural Workshop**

- Attendance at **"Tomorrow's Women: Beyond the Rainbow"** Conference, St. John's, Newfoundland
- Attendance at lecture on "Pay Equity," **Canadian Manufacturers' Association Dinner**
- Attendance at **"Women in Business"** Conference
- Participation on panel on **"Women Influencing Change,"** Women's Network, Rural Workshop, Montague
- Participation on panel on "Family Issues," annual meeting of the **P.E.I. Progressive Conservative Party**
- Participation in workshop on "Feminism and Home Economics," conducted by **Dr. Patricia Thompson**
- Presentation on "Pay Equity" to **Canada Employment and Immigration Job Re-Entry Program** participants, Charlottetown
- Attendance at workshop on **"Leadership Skills,"** Holland College
- Attendance at lecture on **"Victims of Violence"**
- Participation on panel on child care at **Atlantic Liberal Women's Conference**, Truro, Nova Scotia
- Presentation at **"Information Day for Stay-At-Home Moms,"** Summerside
- Attendance at **National Symposium on Family Violence**, "Challenges for Change," Fredericton, New Brunswick
- Attendance at **"Women and Politics"** Conference, Fredericton, New Brunswick
- Presentation at breakfast meeting of **Royalty Rotary Club**
- Attendance at **Mann House Conference**, "Women and Addictions"
- Attendance at "Meech Lake Screech"

- Attendance at **International Conference on New Reproductive Technology**, "Maternity in the Laboratory," Montreal
- Presentation on "Meech Lake Accord" to **Women's Network Luncheon**
- Attendance at **"Seminar-Consultation on Child Abuse,"** Health and Welfare Canada, Charlottetown
- News release expressing concern regarding effect of **"Sunday Opening of Stores"** on family life
- Participation in **Voluntary Resource Council Fair**
- Participation in and planning of **Women's Festival**
- Meeting with **Deputy Minister of Health and Social Services** regarding a plan of action for funding child care
- Letter of **support to president of U.P.E.I. regarding formulation of a sexual harassment policy**
- Meeting with new **president of Holland College** to discuss issues of concern to women in the community and at the college
- Letter to **Minister of Forestry regarding discriminatory advertisement**
- Meeting with Premier Ghiz to discuss **Review Committee Report**
- Letter to organizers of the **"Rick Vaive Golf Classic"** asking that they open the tournament to women
- Meeting with Premier Ghiz to discuss **Meech Lake Accord**
- Emergency consultation arranged with twenty women's groups to inform and take direction on **Meech Lake Accord**
- Participation in two meetings with **Federal/Provincial/Territorial Chairpersons of Advisory Councils on the Status of Women**

- Attendance at dinner to honour **H.R.H. Prince Edward**
- Attendance in an advisory capacity at meetings of Joint **Federal/Provincial/Territorial Ministers Responsible for the Status of Women**

1988
(to March 31)

- Attendance at **"Celebration of Human Rights Day"**
- Attendance at workshop on "Pay Equity," **Susan Silk-Klein**, Ontario Pay Equity Commissioner
- Attendance at workshop on "Pay Equity," **Roberta Ellis Grunfeld**, Manitoba Pay Equity Commissioner
- Meeting with **James Mayne**, Leader of the P.E.I. New Democratic Party, to discuss the Meech Lake Accord
- Attendance at **Canadian Advisory Council on the Status of Women** "Symposium on Women and Power"
- Sponsorship of reception for women on **International Women's Day**
- Briefing of **Ministers of Justice and Health and Social Services** on Council's position on abortion
- Presentation of recommendations of Student Attitude Survey to **Vocational Education Review Committee**

- Meeting with **Tom McMillan, M.P.**, Hillsborough, to discuss federal support for the Council
- Briefing of **Hon. Leader of the Opposition, Leone Bagnall**, on women's issues, before the Spring sitting of the Legislature
- Attendance at workshop on free trade, **"Making Canada Productive"**
- Participation in workshop on priorities and planning for the **Women's Division, Department of Labour**
- Briefing of members of the Department of Health and Social Services regarding the proposed **Change of Name Act**, and the **Adult Protection Act**
- Attendance at reception for the unveiling of **P.E.I.'s Multicultural Policy**
- Participation in **Atlantic Canada Opportunities Agency** consultation regarding women as entrepreneurs, Halifax

GROUPS AND INDIVIDUALS WHO MADE PRESENTATIONS TO THE COUNCIL

- **Hon. Leone Bagnall**, Minister Responsible for the Status of Women (1985)
- **Bob Crockett**, Deputy Minister of Labour, Deputy Minister Responsible for the Status of Women, presenting the structure and mandate of the Women's Division, Department of Labour
- **Edith Daly**, Canadian Advisory Council on the Status of Women, presenting updates on the Canadian Advisory Council
- **Helen Durie**, Pro-Canada Network, discussing free trade
- **Hurray for Moms**, discussing priorities of—and support for— mothers at home
- **Irene Larkin**, Human Rights P.E.I., discussing housing
- **M.U.M.S.** (Mothers United for Metro Shelter), Halifax, Nova Scotia
- **Peter MacClellan**, H.H. Marshall's, discussing pornography
- **Donalda MacLeod**, P.E.I. Women's Directorate, discussing the role of the Women's Directorate
- **Emily Nasrallah**, author, discussing women in Lebanon
- **Heather Orford**, Director, Women's Division, P.E.I. Department of Labour, discussing the structure and mandate of the Women's Division

REPORT OF THE COMMITTEE TO REVIEW THE P.E.I. ADVISORY COUNCIL ON THE STATUS OF WOMEN

In November of 1986, Dianne Porter, Chairperson, recommended to Premier Joseph Ghiz, Minister Responsible for the Status of Women, that the Government of Prince Edward Island undertake a review of the Advisory Council on the Status of Women. She requested that a review committee be established to:

- draft an Act to govern the P.E.I. Advisory Council on the Status of Women;
- study the mandate and funding of the Council; and
- make recommendations to the Minister Responsible for the Advisory Council on the Status of Women

Premier Ghiz approved the terms of reference suggested by the Chairperson, and a five-member committee was appointed, consisting of: **Dr. Elizabeth Percival, Marlene Clark, Kay Snow, Wendy Himelman,** and **Doris Boulet**. The committee first met on 5 February 1987, and submitted its final report four months later. A number of groups and individuals offered input to the Committee in the form of written briefs and/or oral presentations, including: **Canadian Federation of University Women, Canadian Research Institute for the Advancement of Women, Charlottetown Business and Professional Women's Club, Dis-Abled Women's Network, East Prince Women's Information Centre, Federated Women's Institutes of P.E.I., Transition House Association, MediaWatch, P.E.I. Rape and Sexual Assault Crisis Centre, U.P.E.I. Women's Study Group, Women's Network,** and three individuals, **Heather Irving, Donalda MacLeod,** and **Bea Mair.**

Public hearings were conducted in three locations around the province.

Twenty-three recommendations were put forward by the Committee. In the fall of 1987, the Advisory Council enthusiastically endorsed the Review Committee's report, and by year's end had undertaken the challenge of implementation.

Following are the recommendations of the Committee to Review the P.E.I. Advisory Council on the Status of Women

Recommendations:

- That the P.E.I. Advisory Council on the Status of Women be established by an Act of the Legislative Assembly of Prince Edward Island.
- That the mandate of the P.E.I. Advisory Council on the Status of Women be the following:
  - To develop public awareness of the issues affecting the status of women.
  - To promote a change in attitudes within the community in order that women may enjoy an equality of opportunity.
  - To encourage discussion and expression of opinion by Island residents of issues affecting the status of women.
  - To advise the Minister Responsible for the Status of Women with respect to such issues as the Minister may refer to the Council for consideration
  - To review policies and legislation affecting women and to report findings to the relevant government departments or agencies.
  - To provide assistance to the Minister Responsible for the Status of Women in promoting changes to ensure the attainment of equality of objectives for women.
  - To provide assistance, as the Council deems appropriate, to organizations and groups whose objectives promote the equality of women.

- That there be an Annual Report of the P.E.I. Advisory Council on the Status of Women made to the Legislature and tabled by the Minister Responsible for the Status of Women
- That the P.E.I. Advisory Council on the Status of Women periodically provide an evaluation of the performance of the government. Such an evaluation would include both accomplishments in improving the status of women and detractions from women's equality.
- That the P.E.I. Advisory Council on the Status of Women meet with the Minister Responsible for the Status of Women at least once a year.
- That the Executive of the P.E.I. Advisory Council on the Status of Women meet with the Minister Responsible at least four times per year.
- That the P.E.I. Advisory Council on the Status of Women should request, as it deems appropriate, meetings with Executive Council, Policy Board, Deputy Ministers, and Members of the Legislature in order to sensitize these groups to issues affecting the status of women.
- That the P.E.I. Advisory Council on the Status of Women must be consulted regarding policies and legislation that impact on women and that all government departments and agencies be directed to seek the Council's advice on such impact.
- That the Minister Responsible for the Status of Women ensure the Council is advised of issues of federal/provincial concern and seek the advice of the Council on such issues.
- That the financial remuneration given to the Chairperson of the P.E.I. Advisory Council on the Status of Women be reflective of the responsibility, status, and amount of time required for this position.
- That the Chairperson of the Advisory Council on the Status of Women have the status of a Deputy Minister.
- That the honoraria for the members of the P.E.I. Advisory Council on the Status of Women be increased to reflect their responsibilities and workload.

- That the P.E.I. Advisory Council on the Status of Women continue to have a full-time, paid Executive Director.

- That the P.E.I. Advisory Council on the Status of Women have a full-time, paid secretary and other support staff be added as required.

- That the P.E.I. Advisory Council on the Status of Women be granted annually an increase in funding enabling it to have research capacity.

- That the P.E.I. Advisory Council on the Status of Women be given improved facilities that are accessible to the disabled and provide adequate space for the Council's diverse operations.

- That the P.E.I. Advisory Council on the Status of Women obtain a toll-free telephone line and sufficient additional funds be provided to cover the cost of maintaining the service.

- That the P.E.I. Advisory Council on the Status of Women be granted sufficient funds to reimburse members for child-care expenses incurred while attending Council meetings and otherwise participating in Council business.

- That two (2) years be considered the minimum term of appointment for Council members and three (3) years the usual maximum and that no person be on the P.E.I. Advisory Council on the Status of Women for more than four (4) years. The renewal process should not be considered automatic but should be done on the advice of the Chairperson.

- That members of the P.E.I. Advisory Council on the Status of Women should not be seen as being delegates of a particular group or constituency.

- That appointments to the P.E.I. Advisory Council on the Status of Women should be made with sensitivity to the diversity of women on P.E.I., including, for example: age, ethnic group, socio-economic status, marital and parental status, and physical ability/disability.

- That vacancies on the P.E.I. Advisory Council on the Status of Women be advertised, inviting members of the public and women's groups to submit names of qualified people who have an interest in the equality of women.

- That the P.E.I. Advisory Council on the Status of Women continue to be the link between government and voluntary groups and that the Council maintain its connections with national and provincial groups and organizations concerned with the status of women.

P.E.I. ADVISORY COUNCIL ON THE STATUS OF WOMEN

Statement of Revenue and Expenses
(Unaudited)

April 1, 1985 to March 31, 1986

Revenue

Province of Prince Edward Island	$50,400.00
Interest	277.88
Photocopying	738.10
Balance Forward	25.08
Total Revenue	$51,441.06

Expenses

Advertising	111.52
Bank Charges	51.35
Blue Cross	699.24
Bursaries	200.00
Conferences	1,859.43
Gifts & Flowers	132.61
Honoraria	6,682.50
Island Telephone	1,087.34
Office Supplies	1,245.01
Public Lectures & Dinners	273.55
Public Education	111.59
Printing	66.55
Receiver General	8,438.36
Salaries (Net)	25,835.86
Staff Development	120.00
Subscriptions & Memberships	547.40
Travel (In-Province)	1,576.06
Xerox	2,376.82
Total Expenses	51,415.19

BALANCE on hand - March 31, 1986 ..... $ 25.87

AUDITOR GENERAL

CHARLOTTETOWN

PRINCE EDWARD ISLAND

PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

FINANCIAL STATEMENTS

MARCH 31, 1987

AUDITOR GENERAL

CHARLOTTETOWN

PRINCE EDWARD ISLAND

AUDITOR'S REPORT

To the Members of the
P.E.I. Advisory Council on the Status of Women
Province of Prince Edward Island

I have examined the balance sheet of the Prince Edward Island Advisory Council on the Status of Women as at March 31, 1987 and the statement of income for the year then ended. My examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as I considered necessary in the circumstances.

In my opinion, these financial statements present fairly the financial position of the Advisory Council as at March 31, 1987 and the results of its operations for the year then ended in accordance with generally accepted accounting principles.

J. Wayne Murphy, C.A.
Auditor General

Charlottetown, P.E.I.
February 8, 1988

STATEMENT 1

PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

BALANCE SHEET

MARCH 31, 1987

ASSETS

	1987
Current Assets	
Cash	$2,115
Account receivable	120
Prepaid expenses	441
	$2,676

LIABILITIES AND SURPLUS

Current Liabilities	
Accounts payable	$ 931
Surplus	
Balance, March 31, 1986	66
Net income for the year	1,679
Balance, March 31, 1987	1,745
	$2,676

(Notes 1 and 2 are an integral part of these financial statements)

ON BEHALF OF THE ADVISORY COUNCIL:

Chairperson: _____

Member: _____

STATEMENT 2

PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

STATEMENT OF INCOME

FOR THE YEAR ENDED MARCH 31, 1987

	1987
Income	
Province of P.E.I. - Grant	$63,190
Miscellaneous	1,314
	64,504
Expenses	
Salaries and benefits	40,170
Honoraria	5,742
Conferences	4,584
Administration	3,004
Materials and supplies	2,533
Equipment leases - Note 1	2,305
Travel - in province	2,004
Rent	1,850
Public Education	383
Research projects	150
Bursary	100
	62,825
Net Income	$ 1,679

(Notes 1 and 2 are an integral part of these financial statements)

PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 1987

1. Equipment Leases

The Council leases office equipment. These leases have a total basic yearly rent of $2,305 and expire during the 1987-88 fiscal year.

2. Provincial Appropriations

Expenses of $582 were paid by the Province for costs associated with Advisory Council representatives accompanying the Minister responsible for the Status of Women to conferences. Also, the Province established an appropriation of $6,600 and paid this money to a committee established to review the Advisory Council on the Status of Women. Neither of the above costs incurred by the Province are reflected in the financial statements of the P.E.I. Advisory Council on the Status of Women.

AUDITOR GENERAL

CHARLOTTETOWN

PRINCE EDWARD ISLAND

PRINCE EDWARD ISLAND

ADVISORY COUNCIL ON THE STATUS OF WOMEN

FINANCIAL STATEMENTS

MARCH 31, 1988

AUDITOR GENERAL

CHARLOTTETOWN

PRINCE EDWARD ISLAND

AUDITOR'S REPORT

To the Members of the
Prince Edward Island Advisory Council on the Status of Women

I have examined the balance sheet of the Prince Edward Island Advisory Council on the Status of Women as at March 31, 1988 and the Statement of Revenue, Expenditure and Surplus for the year then ended. My examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as I considered necessary in the circumstances.

In my opinion, these financial statements present fairly the financial position of the Advisory Council as at March 31, 1988 and the results of its operations for the year then ended in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

J. Wayne Murphy, C.A.
Auditor General

Charlottetown, P.E.I.
May 3, 1988

PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

BALANCE SHEET

MARCH 31, 1988

(with comparative figures at March 31, 1987)

ASSETS

	1988	1987
Current Assets		
Cash	$26,957	$2,115
Accounts receivable	596	120
Prepaid expenses	470	441
	$28,023	$2,676

LIABILITIES AND SURPLUS

Current Liabilities		
Accounts payable	$12,409	$ 931
Deferred revenue—Note 1	1,059	-
	13,468	931
Surplus	14,555	1,745
	$28,023	$2,676

(Notes 1 to 4 are an integral part of these financial statements)

ON BEHALF OF THE ADVISORY COUNCIL:

Chairperson: Gianne L Porter

Member Lois P. Morris

PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

STATEMENT OF REVENUE, EXPENDITURE AND SURPLUS

FOR THE YEAR ENDED MARCH 31, 1988

(with comparative figures for the year ended March 31, 1987)

	1988	1987
Revenue		
Province of P.E.I. - Grant	$ 85,224	$63,190
Miscellaneous	3,520	1,314
Federal project revenue	11,625	-
	100,369	64,504
Expenditure		
Salaries and benefits	47,231	40,170
Federal project expenses	11,625	-
Honoraria	6,052	5,742
Conferences	5,408	4,584
Materials and supplies	5,255	2,533
Administration	2,867	3,004
Research projects	2,524	150
Equipment leases—Note 2	2,170	2,305
Travel - in province	1,794	2,004
Rent	1,650	1,850
Public Education	733	383
Bursary	250	100
	87,559	62,825
Excess of revenue over expenditure for the year	12,810	1,679
Surplus at beginning of year	1,745	66
Surplus at end of year	$14,555	$ 1,745

(Notes 1 to 4 are an integral part of these financial statements)

PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 1988

1. **Federal Work Project**
   The amount of $1,059 represents Federal Government assistance received towards project expenses of the 1988/89 fiscal year and has been deferred.

   The Federal project expires in 1988/89 and expected assistance over the life of the project is $34,695.

   Computer equipment acquired for the project was fully funded by Federal assistance and has been expensed.

2. **Equipment Leases**
   The Council leases office equipment. The remaining lease at March 31, 1988 has basic yearly rent of $1,232. Total yearly rents to the expiry of the lease are $4,928.

3. **Provincial Appropriations**
   The Province established an appropriation of $10,005 and paid this money to a committee established to review the Advisory Council on the Status of Women. This Provincial expenditure is not reflected on the financial statement of the P.E.I. Advisory Council on the Status of Women.

4. **Commitments**
   At March 31, 1988 the Advisory Council had a $2,000 commitment to an individual contracted to write a report for the Council.

AUDITOR GENERAL

CHARLOTTETOWN

PRINCE EDWARD ISLAND

PRINCE EDWARD ISLAND

ADVISORY COUNCIL ON THE STATUS OF WOMEN

FINANCIAL STATEMENTS

MARCH 31, 1988

AUDITOR GENERAL

CHARLOTTETOWN

PRINCE EDWARD ISLAND

AUDITOR'S REPORT

To the Members of the
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Auditor General

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May 3, 1988

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PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

BALANCE SHEET

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PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

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PRINCE EDWARD ISLAND ADVISORY COUNCIL ON THE STATUS OF WOMEN

STATEMENT OF REVENUE, EXPENDITURE AND SURPLUS

FOR THE YEAR ENDED MARCH 31, 1988

(with comparative figures for the year ended March 31, 1987)

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